

HUMAN RESOURCES MEMORANDUM 09-027	DATE ISSUED: 8/5/2009
SUBJECT: FMLA Changes Regarding Military Service Member Leave	REFERENCE: None
TO: PERSONNEL LIAISONS; ATTENDANCE CLERKS	SUPERCEDES: None

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose

The purpose of the HR Memorandum is to inform all eligible employees of changes to Family Medical Leave Act (FMLA.) and provide direction regarding importance of reviewing documents for accuracy and completion prior to submitting them to OHR/PTU.

Regulations Amended

Effective January 16, 2009 the Federal Department of Labor (DOL) amended the FMLA regulations to incorporate the new Military Family Leave entitlements into the regulations. The military Family Leave entitlements are described below.

Military Family Leave Types

The FMLA regulations provide for two new types of military family leave for FMLA-eligible employees as follows:

1. Qualifying Exigency Leave (QEL) (29 CFR 825.126 and 309)
2. Military Caregiver Leave (MCL) 29CFR 825.127 and 310)

Eligibility

FMLA leave eligibility requires an employee.

Questions

If you have any questions, please contact your personnel specialist.

MARIA J. LOPEZ, Manager
Personnel Operations

MJL/kts